



Membership Meeting Minutes
October 28, 2015

Minutes of OCMA Membership meeting held at the Santa Ana Police Department Community Room, in Santa Ana, CA. A copy of these minutes is available at: www.ocma.info

Board members:

Present	Mark McDorman (Executive Director)
Present	Phil Daigneau (President)
Not Present	David Brock (Vice President)
Present	Melissa Tober (Treasurer)
Present	Steve Johsz (Member At Large, Acting Secretary)

1. Call to Order:

Phil Daigneau (President) called the meeting to order at 5:34 pm on October 28, 2015. Phil welcomed all members (35 managers in attendance). The attending Board members introduced themselves.

2. Approval of Minutes:

Steve Johsz called for a motion to approve the minutes from the July 29, 2015, OCMA Membership meeting. A motion was made by Donna Grubaugh to accept and seconded by Jim Gorzo. The minutes were approved by a unanimous vote of the attending membership.

3. Treasurers Report:

Melissa Tober provided the Treasurer Report. The current balance of funds is approximately \$630,000.00. No considerable expenses are expected other than the on-going legal costs associated with negotiations.

4. Membership Report:

Mark McDorman reported the total membership for OCMA stands at approximately 807 managers. Mark encouraged managers to promote membership to their fellow managers who have yet to join and reminded members that the \$30 referral fee will be discontinued at the end of the year, being replaced by movie tickets.

5. 2014 Contract Negotiations Update:

Phil announced that a tentative agreement with the County on a successor MOU had been reached at our bargaining session this morning, noting that the membership would be receiving up to an 8-1/4% increase over the next two years, with the last increase occurring in July 2017. Phil also stated that there would be a change over from annual leave to vacation/sick time, that a new management classification system is to be developed, and that there will be a new performance review process developed with the aim to eliminate the equity process. Phil also thanked the Board members for their hard work in getting the agreement hammered out. Mark elaborated on the process and mentioned that the Board will be arranging a series of three meetings (tentatively scheduled for November 5, 10, and 12) to discuss the tentative agreement.

A vote on the agreement will take place on the Nov 17th. Additional meetings will be scheduled if necessary. OCMA will distribute a schedule of those meetings via email and on the OCMA website. OCMA will make all effort to have available prior to voting on the new contract, a draft copy of the MOU (both clean and strike-through versions, if possible). OCMA will make available to the members the deal points as soon as the document is received from the County. OCMA is pressing to have the MOU voted on by the Board of Supervisors at their December 8, 2015 meeting.

6. Markey/Equity Process:

Mark McDorman informed those in attendance that OCMA and the County are in the middle of the Market/Equity Adjustment Process. All requests (except those from one department) are currently being processed, and reminded the membership that the maximum amount that can be spent in the process is 6/10's of 1%, or approximately \$620,000. Mark asked that those managers involved in the equity adjustments help expedite the process, as the adjustments need to be completed by the end of this year, prior to adoption of the new MOU.

7. OCMA Board of Directors Elections:

Elections for the OCMA Board of Directors will be take place November 15, 2015. Mark stated that since James Harvey has resigned t there will be three positions available and that the candidate receiving the lowest vote total of the three highest vote tallies will fill the remaining year of James Harvey's term. OCMA has received eight nomination forms. Mark then read then read the ballot statements of Scott Dessort and Brian Johnson, stated that David Brock was running again but did not have a statement to read, and then introduced the following who introduced themselves and made statements: Donna Grubaugh, Jeff Corp, Melissa Tober and Shawn Small. (Note: Oscar Garza is the eighth candidate.) The elections will take place electronically via the Internet and will begin November 15, 2015. Mark requested that all managers assure that email addresses are updated with OCMA.

8. Holiday Party:

The holiday party will take place after work on December 3, 2015 at Original Mike's in Santa Ana. Bring along a fellow manager and enjoy the food, drinks and prizes/gifts! Look to the OCMA website for full details.

9. Veteran's Day Event

OCMA is a co-sponsor for the Veterans + Labor Partners in Service community celebration to be held at the OC Fair & Event Center November 11, 2015 between 10am and 3pm. Additional information will be sent via email.

10. Other Issues:

OMCA met and conferred with HRS regarding a new confidentiality agreement for HRS and CEO employees. OCMA has recommended several wording revisions.

The consensus at the meeting was that lunchtime meetings would be better for the membership than evening meetings. It was also suggested that lunchtime and evening meetings be rotated. The next meeting will be held at lunchtime, date and time to be announced.

11. Door Prize:

Jennifer Jindrich won the door prize of two Disneyland Park Hopper passes.

12. Adjournment:

Larry McCabe made the motion, seconded by Pradeep Parikh, to adjourn the meeting. That motion was approved by a voice vote of the attending members and the meeting concluded at 6:30 p.m. Next Membership Meeting date and time to be announced.